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ABSTRACT

Designed to serve as background material for the development of the Board of Governors of the California Community Colleges' 1992-93 basic agenda, this report examines several statewide trends affecting community colleges. Data presented in the report supersede papers prepared for previous Board retreats. Among the trends examined are those concerning the state's demography, job market and labor force outlook, and economy, as well as the colleges' enrollments and finances. Selected information provided in the report includes: (1) immigration is expected to account for approximately one-half of California's dramatic population growth, with four out of every five new residents being Asian or Hispanic; (2) the greatest growth in the job market will be in occupations requiring higher levels of education, with projections of the fastest growing occupations in the fields of sales, management, business and nursing; (3) California's community colleges currently enroll one-fourth of all two-year college students in the United States, and recent enrollment increases show the greatest gains among full-time, noncredit, Hispanic and Asian students; (4) in fall 1991, over 100,000 potential students, most seeking job retraining, were unable to obtain courses because they were either filled or eliminated; (5) funded at the projected level, community colleges will not be able to serve their potential enrollment demand, resulting in an estimated 200,000 unfunded students by 1996; (6) the colleges spend less per student today than they did in the 1970's, resulting in high student/faculty ratios, although a substantial number of new full-time and minority faculty have been hired; and (7) the Board's Long Range Capital Outlay Growth Plan projects the need for 31 new campus and center sites in the next 13 years. The bulk of the report consists of an extensive series of graphs and tables. (JSP)

ED344627

Important Trends for California Community Colleges

1992 Update

Background Data

Prepared for
Board of Governors Retreat

Prepared by
Research and Analysis Unit
Chancellor's Office
California Community Colleges

April 1992

JC920193

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NOTE: This paper discusses a number of trends that have important implications for California's Community Colleges. The information is meant to serve as background for the Board of Governors as it reviews its *Basic Agenda: Policy Directions and Priorities for the Nineties.*

Material covered here briefly updates papers prepared for prior Board retreats. Among the statewide trends of major importance are those concerning the State's demography, job market and labor force outlook, Community College enrollments, and the resources used by the Colleges.

Population Growth

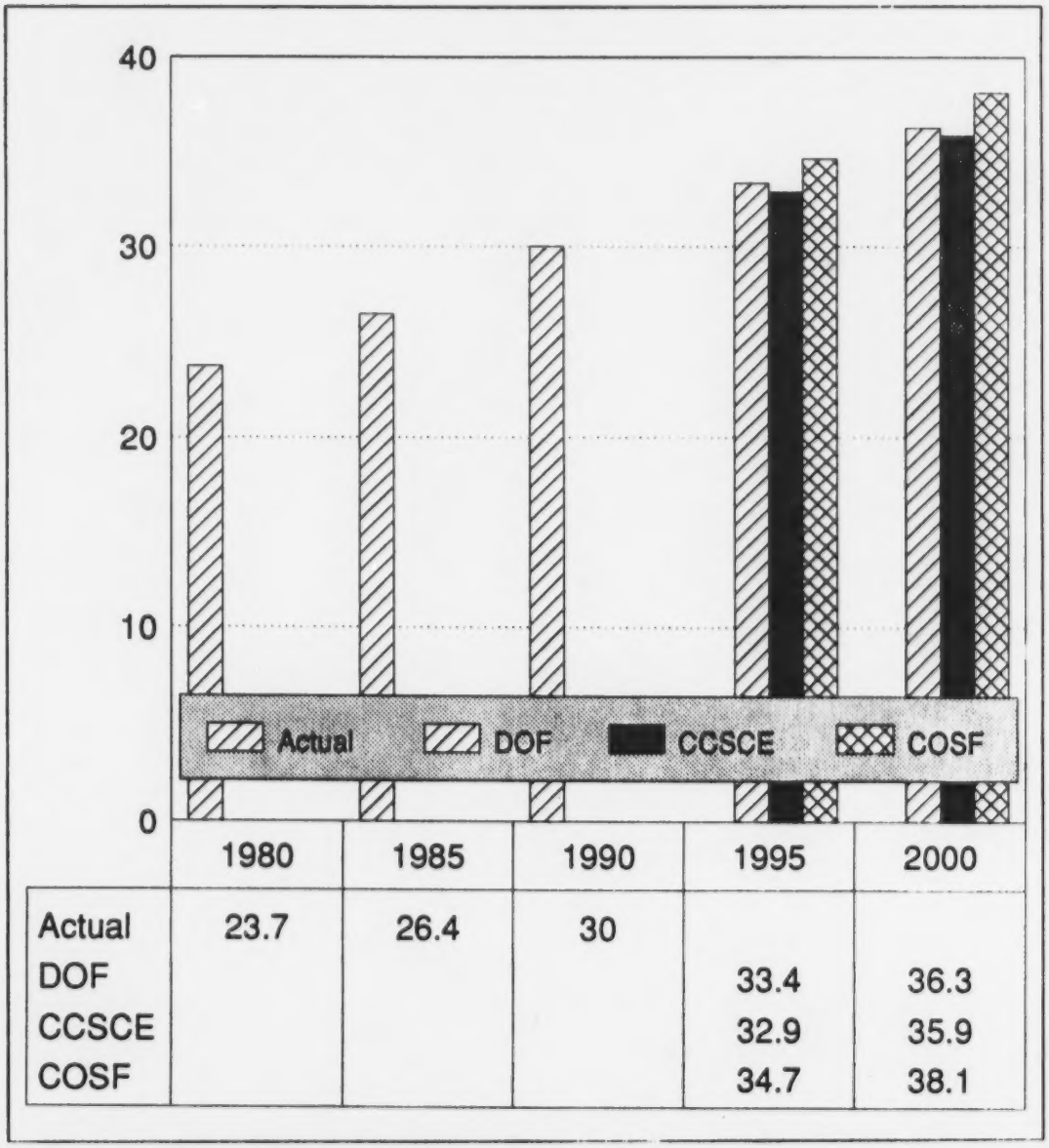
- California's population growth will continue to be dramatic, although key forecasts differ (Figure 1).
- Immigration continues to account for about one-half of that growth (Figure 2).
- During this decade, more than 4 out of every 5 new California residents will be Asian or Hispanic (Figure 3).
- Minority racial and ethnic populations will become the majority of Californians just after the turn of this century (Figure 4).

- **California's population growth will continue to be dramatic, although key forecasts differ.**

Figure 1

California Total Population

(in millions)



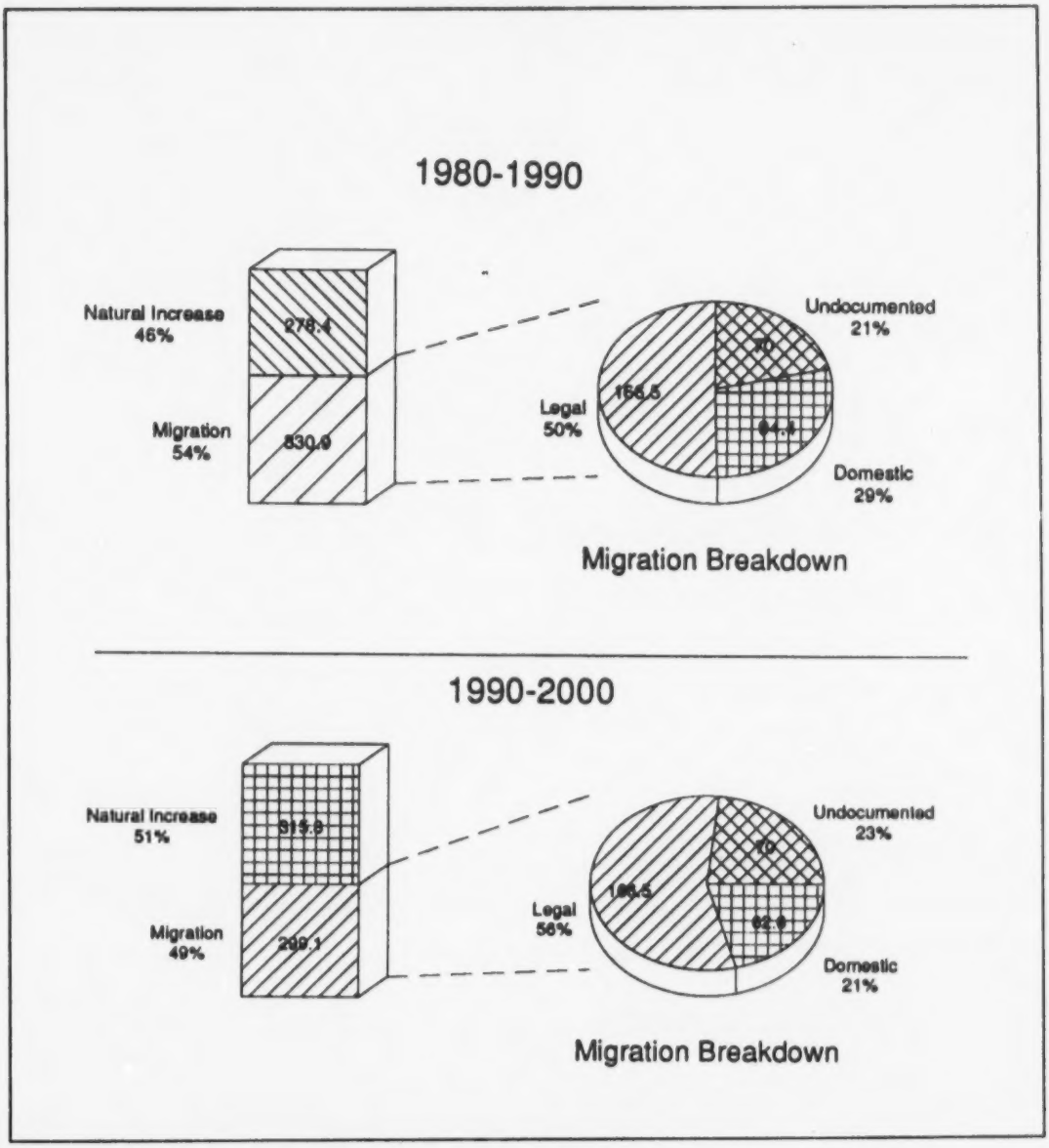
	1980	1985	1990	1995	2000
Actual	23.7	26.4	30		
DOF				33.4	36.3
CCSCE				32.9	35.9
COSF				34.7	38.1

Sources: Department of Finance, Center for the Continuing Study of the California Economy, and Commission on State Finance.

- **Immigration continues to account for about one-half of that growth.**

Figure 2

Annual California Population Change
(in thousands per year)

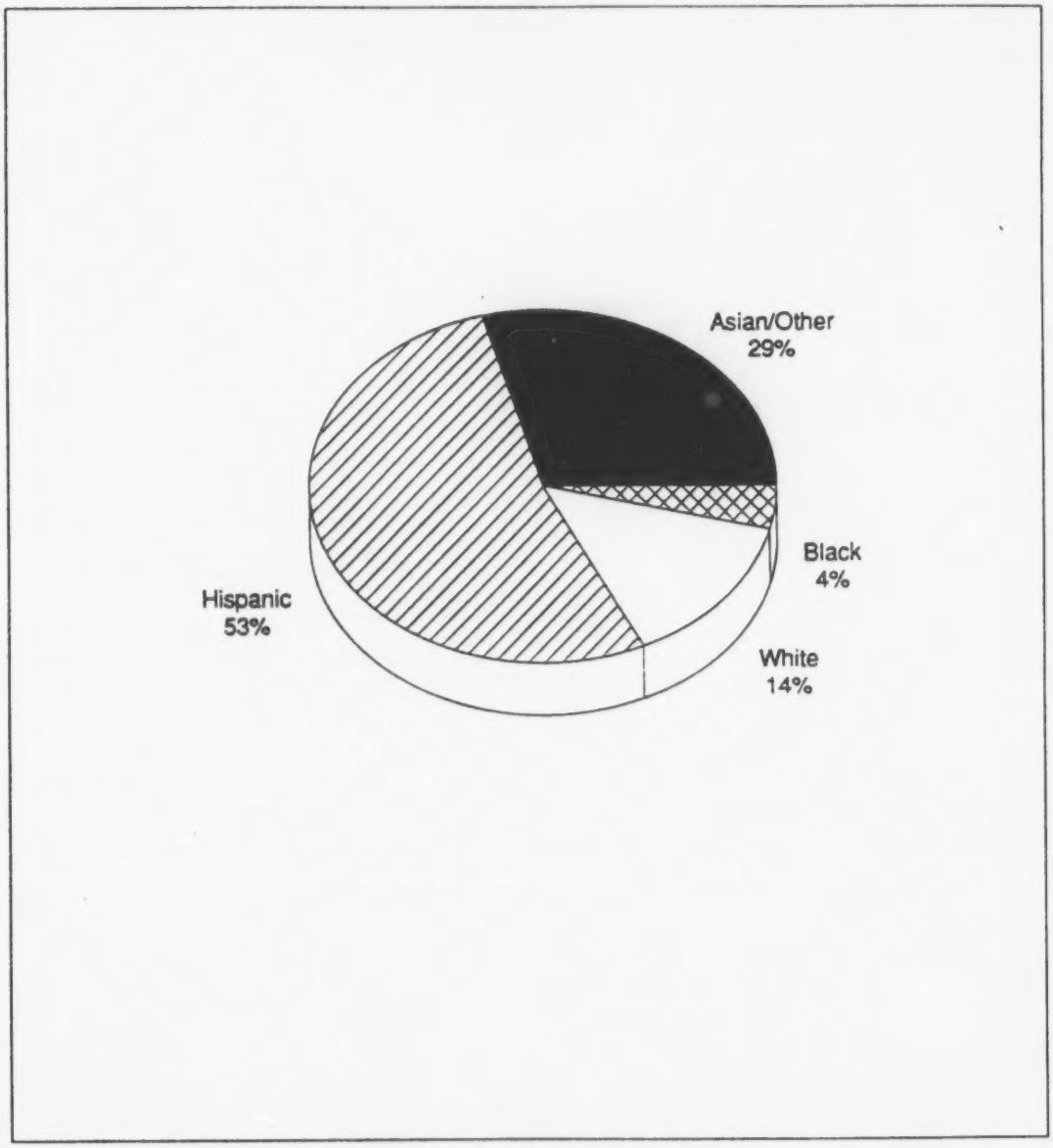


Sources: Center for the Continuing Study of the California Economy, Immigration and Naturalization Service, and Department of Finance.

- During this decade, more than 4 out of every 5 new California residents will be Asian or Hispanic.

Figure 3

Composition of Growth in California Population
1990-2000

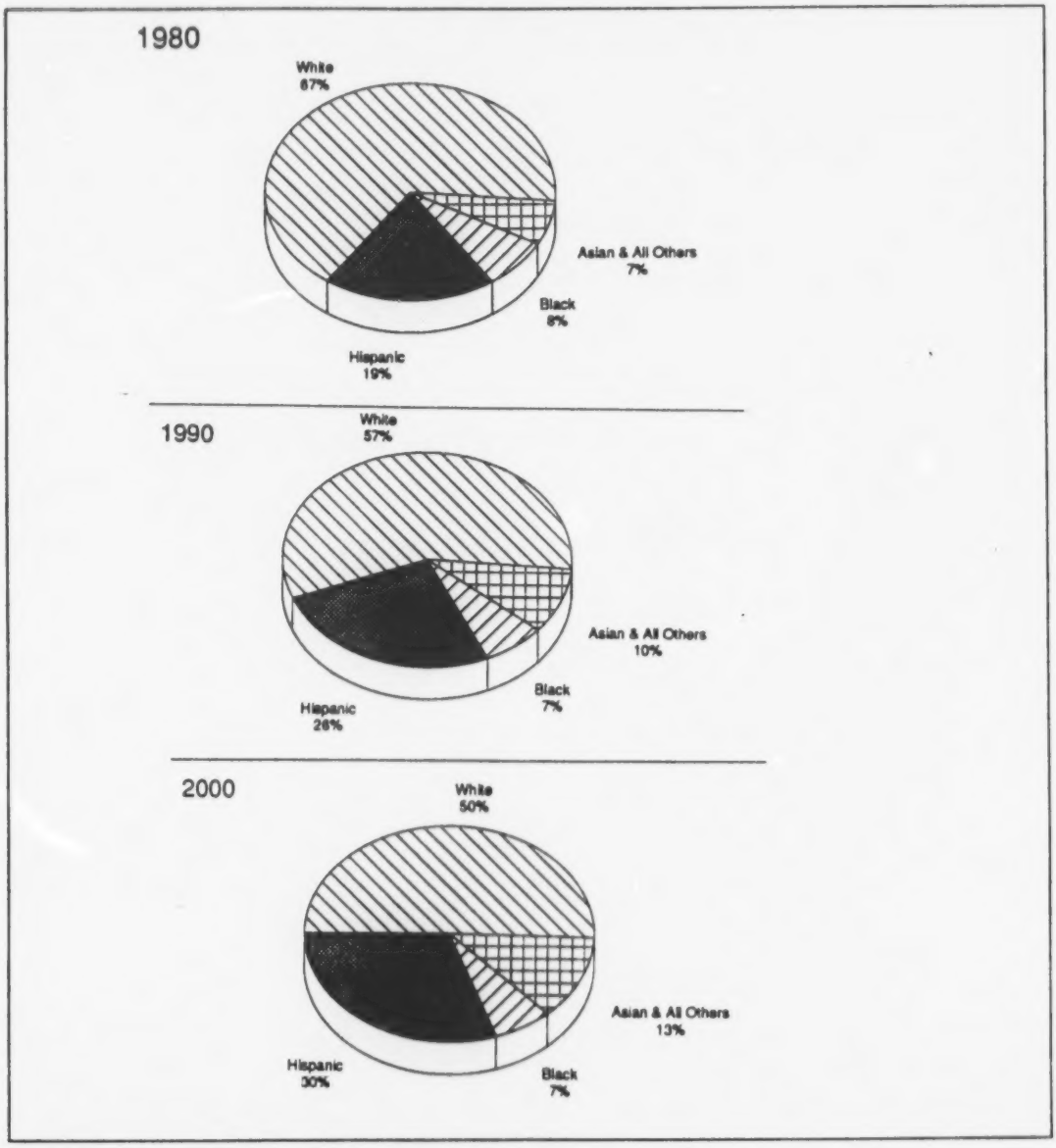


Source: Center for the Continuing Study of the California Economy.

- Minority racial and ethnic populations will become the majority of Californians just after the turn of this century.

Figure 4

California Population by Ethnicity



Source: Center for the Continuing Study of the California Economy.

Job Market and Labor Force Trends

- Most growth in the California job market is projected in occupations that require higher levels of education – managerial, professional, technical, and sales (Figure 5).

- Most employment opportunities will come from separations in jobs that already exist. In many cases, however, the skills required in these jobs are changing (Figure 6).

- The fields of sales, managers, business workers, and nurses are among the largest growing occupations (Table 1).

- The fields of electronic data processing, law, and health contain some of the fastest growing occupations (Table 2).

- The number of workers, aged 25-34, is declining from 30% of the labor force in 1980 to 21% by the Year 2000 (Figure 7).

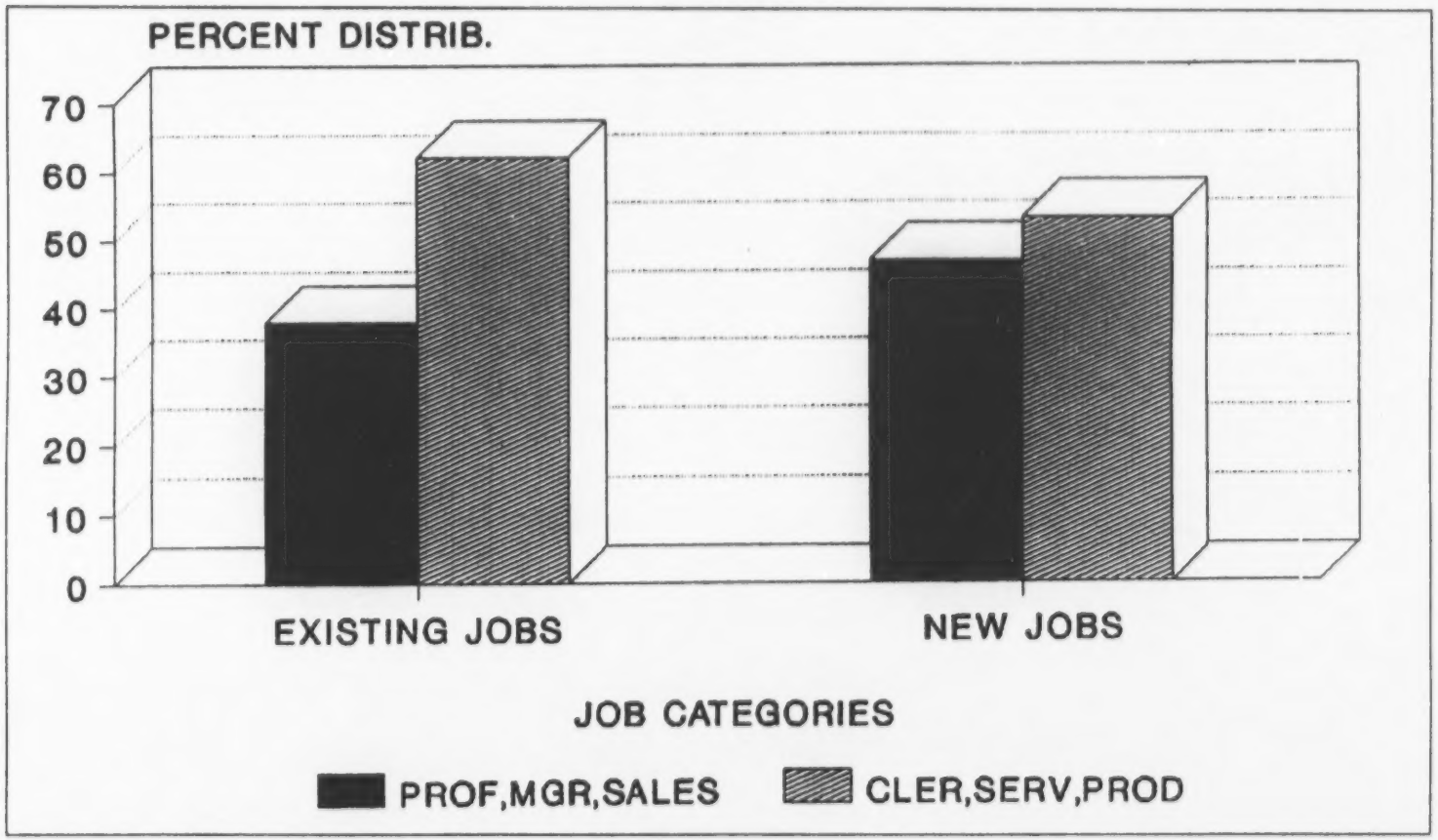
- More than 4 out of every 5 new workers will be Asian or Hispanic. Over one-half of all new workers will be Hispanic (Figures 8a and 8b).

- Currently, fewer Hispanics occupy the fastest-growing, high-skill jobs than is the case for any other ethnic group (Table 3).

- Most growth in the California job market is projected in occupations that require higher levels of education – managerial, professional, technical, and sales.

Figure 5

Existing and New Jobs – California
1988 to 2000



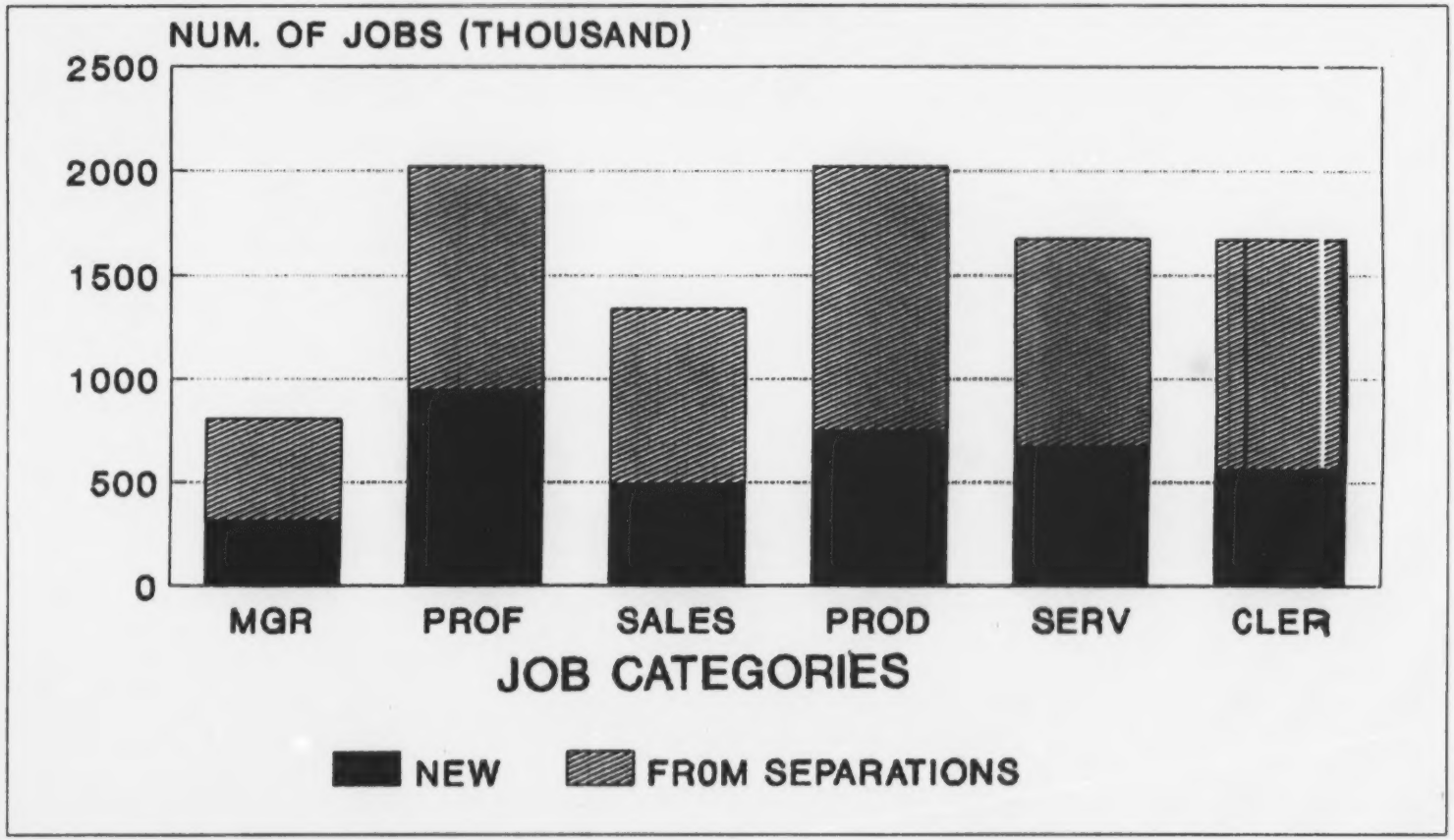
Source: Employment Development Department.

- Most employment opportunities will come from separations in jobs that already exist. In many cases, however, the skills required in these jobs are changing.

Figure 6

Job Openings – California

1988-2000



Source: Employment Development Department

- The fields of sales, managers, business workers, and nurses are among the largest growing occupations.
- The fields of electronic data processing, law, and health contain some of the fastest growing occupations.

Table 1

California's Largest Growing Occupations
1987-2000

Occupation	Change in thousands	Percent Change
Retail Sales	174.5	42.5
General Managers, Executive	124.1	40.6
Waiters and Waitresses	102.3	52.3
General Office Clerks	96.8	31.2
Cashiers	82.2	36.2
Registered Nurses	76.4	47.7
Combined Food Prep and Service	60.2	39.1
Accountants and Auditors	58.8	58.9
Secretaries, NEC	56.8	19.7
Electricians and Electronic Engineers	54.9	67.9

Source: Employment Development Department.

Table 2

California's Fastest Growing Occupations
1987-2000

Occupation	Change in thousands	Percent Change
Paralegal	12.0	109.9
Tax Preparers	4.0	93.2
Data Processing Equipment Repairers	12.8	91.9
Photoengraving, Lithograph Machine Operators	0.8	83.2
Employment Interviewers	5.1	83.1
Systems Analysts – Electronic Data Processing	40.2	81.7
Home Health Aides	9.6	81.4
Computer Programmers	38.1	79.0
Medical Records Technician and Technologists	4.2	76.2
Law Clerks	2.4	76.0

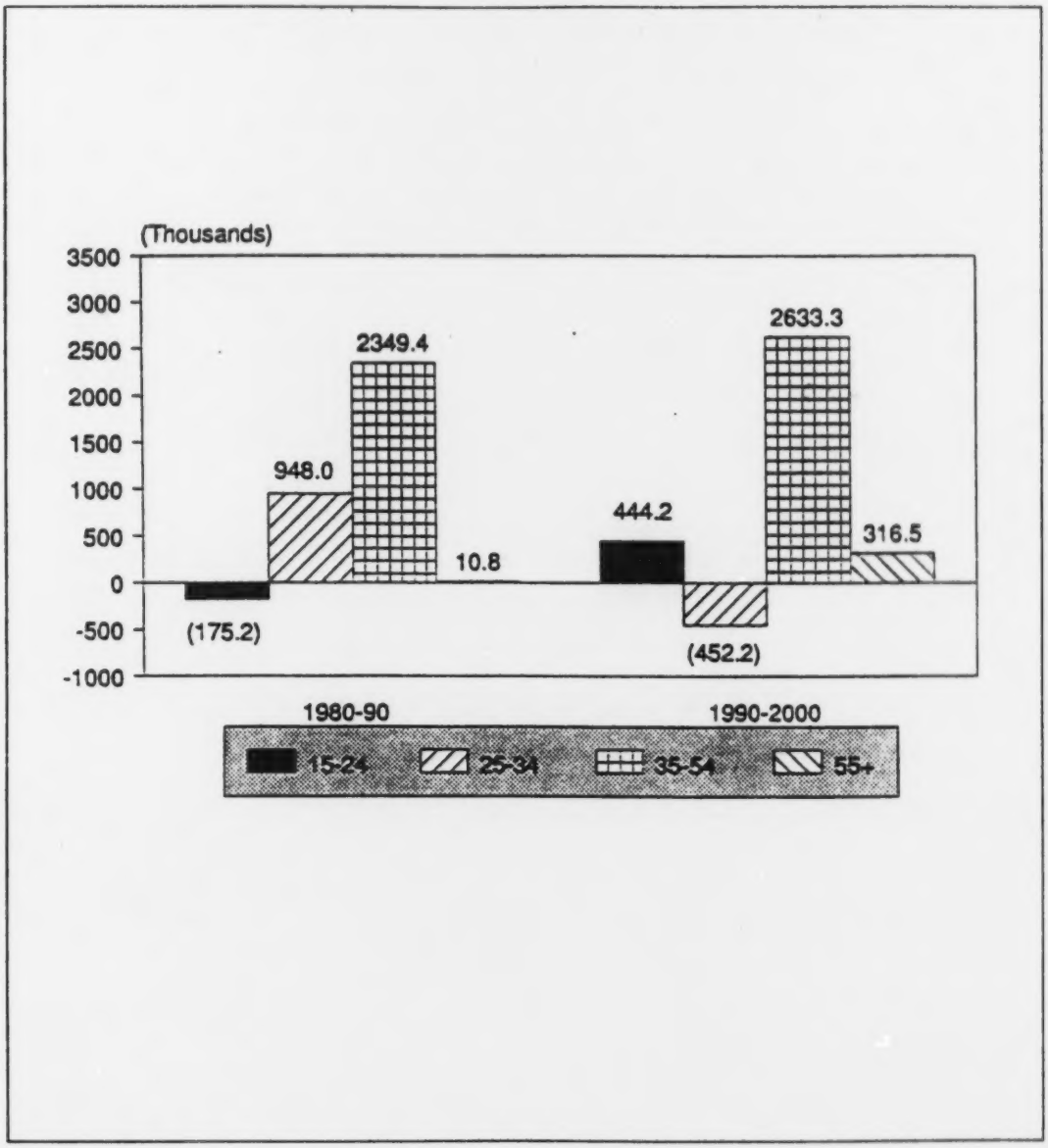
Source: Employment Development Department.

- The number of workers, aged 25-34, is declining from 30% of the labor force in 1980 to 21% by the Year 2000.

Figure 7

California Labor Force Growth by Age Group

1980-2000

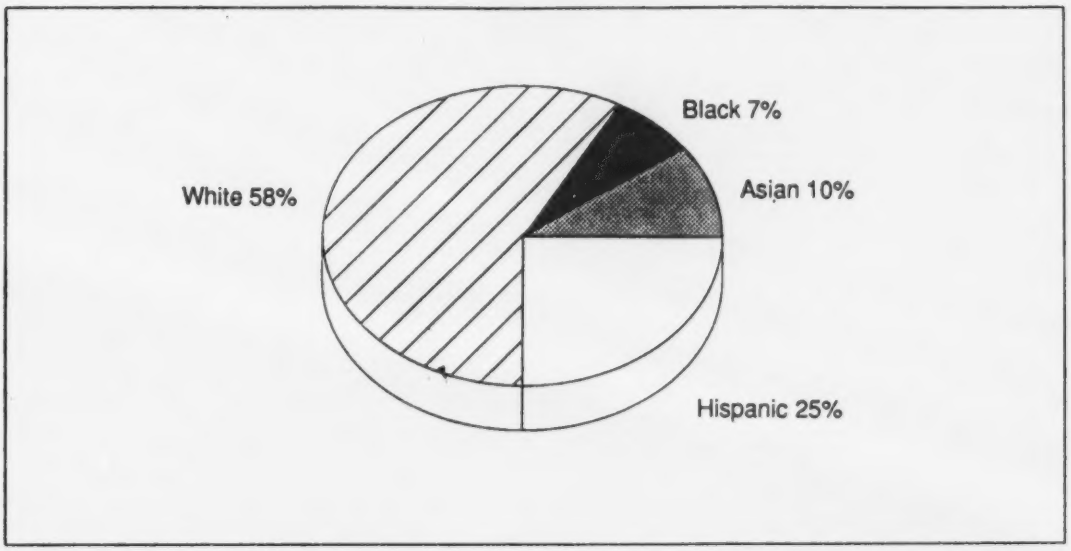


Source: Center for the Continuing Study of the California Economy.

- More than 4 out of every 5 new workers will be Asian or Hispanic. Over one-half of all new workers will be Hispanic.

Figure 8a

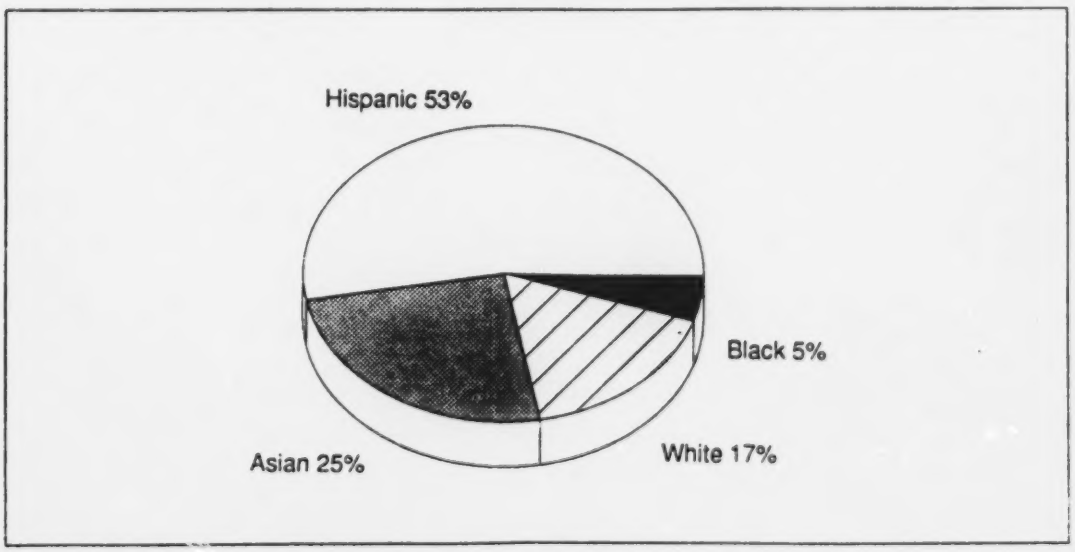
Composition of California Labor Force by Ethnicity
1990-2000



Source: Center for the Continuing Study of the California Economy.

Figure 8b

Composition of Growth in California Labor Force by Ethnicity
1990-2000



Source: Center for the Continuing Study of the California Economy.

- Currently, fewer Hispanics occupy the fastest-growing, high-skill jobs than is the case for any other ethnic group.

Table 3

Distribution of California Workers by Ethnicity and Occupation Type

1988

Occupation	Asian	Black	Hispanic	White
Managerial, Professional, Technical, and Sales	61%	56%	31%	72%
Service, Farm, Craft, and Labor	39	44	69	28
Total	100%	100%	100%	100%

Source: Employment Development Department.

Community College Enrollments

- Until Fall 1991, California Community Colleges were growing at a slightly more rapid rate than two-year colleges elsewhere. Currently, California colleges comprise one-fourth of the nation's total two-year enrollments (Figure 9).

- After peaking in 1975 and 1981, participation of adult Californians at Community Colleges dropped to a 15-year low in 1985. Since then, it has increased and expected demand would return participation to an all-time high by the Year 2000 (Figure 10).

- Participation of Afro-American students has declined dramatically during the past decade and, while Hispanic enrollment has increased, it is still relatively low (Figure 11).

- Recent enrollment increases show the greatest gains among full-time and noncredit, and Hispanic and Asian students (Figures 12a and 12b).

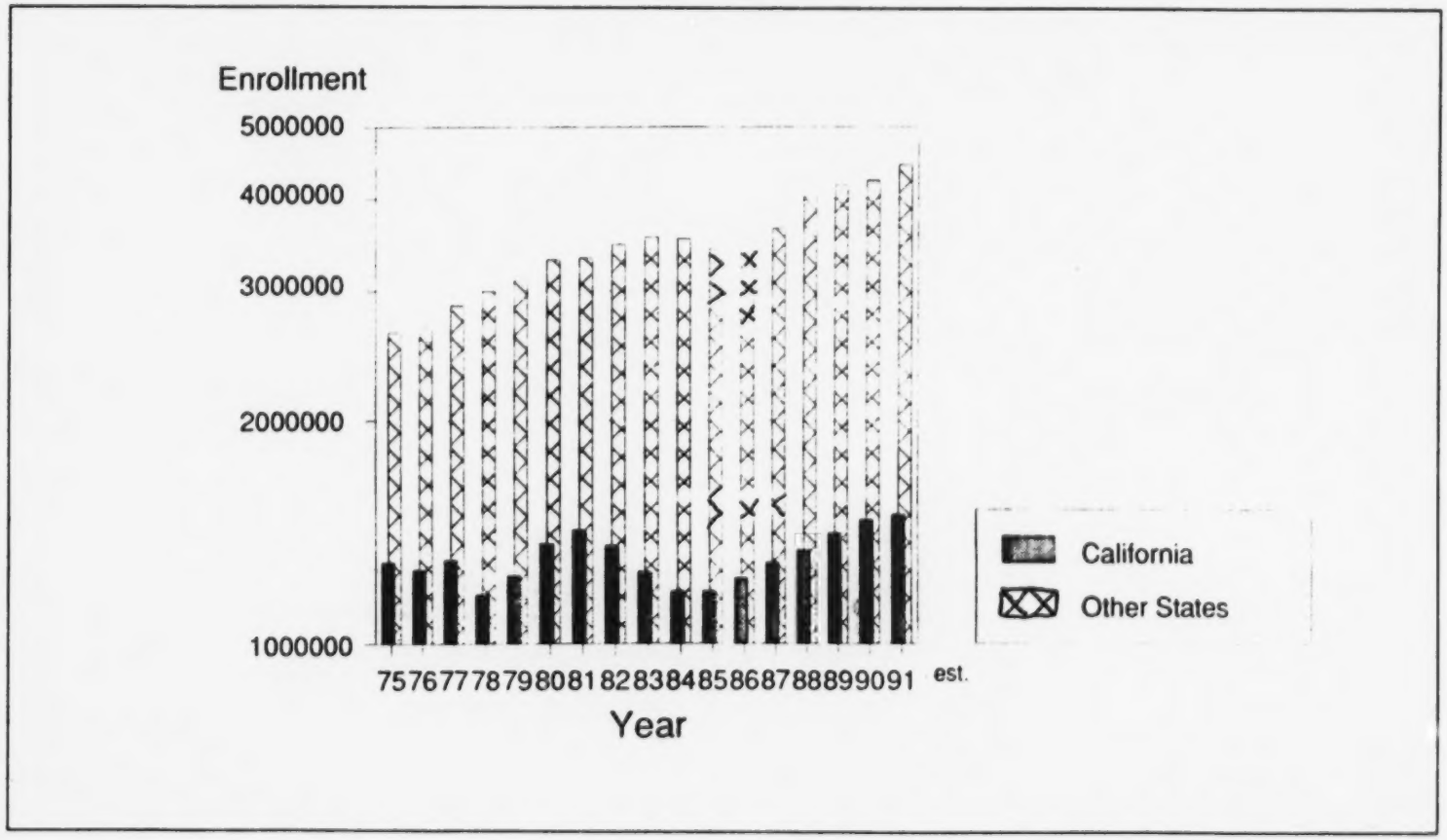
- In Fall 1991, over 100,000 potential students were turned away; most were seeking job retraining, but were unable to obtain courses either because they were filled or eliminated (Figure 13).

- Demand for Community College enrollment is expected to remain strong throughout this decade because of a slow (predicted) economic recovery with many unemployed seeking retraining (Figure 14), continued immigration, and rapidly increasing numbers of high school graduates – of which Community Colleges may enroll an increasingly larger share (Figure 15).

- Until Fall 1991, California Community Colleges were growing at a slightly more rapid rate than two-year colleges elsewhere. Currently, California colleges comprise one-fourth of the nation's total two-year enrollments.

Figure 9

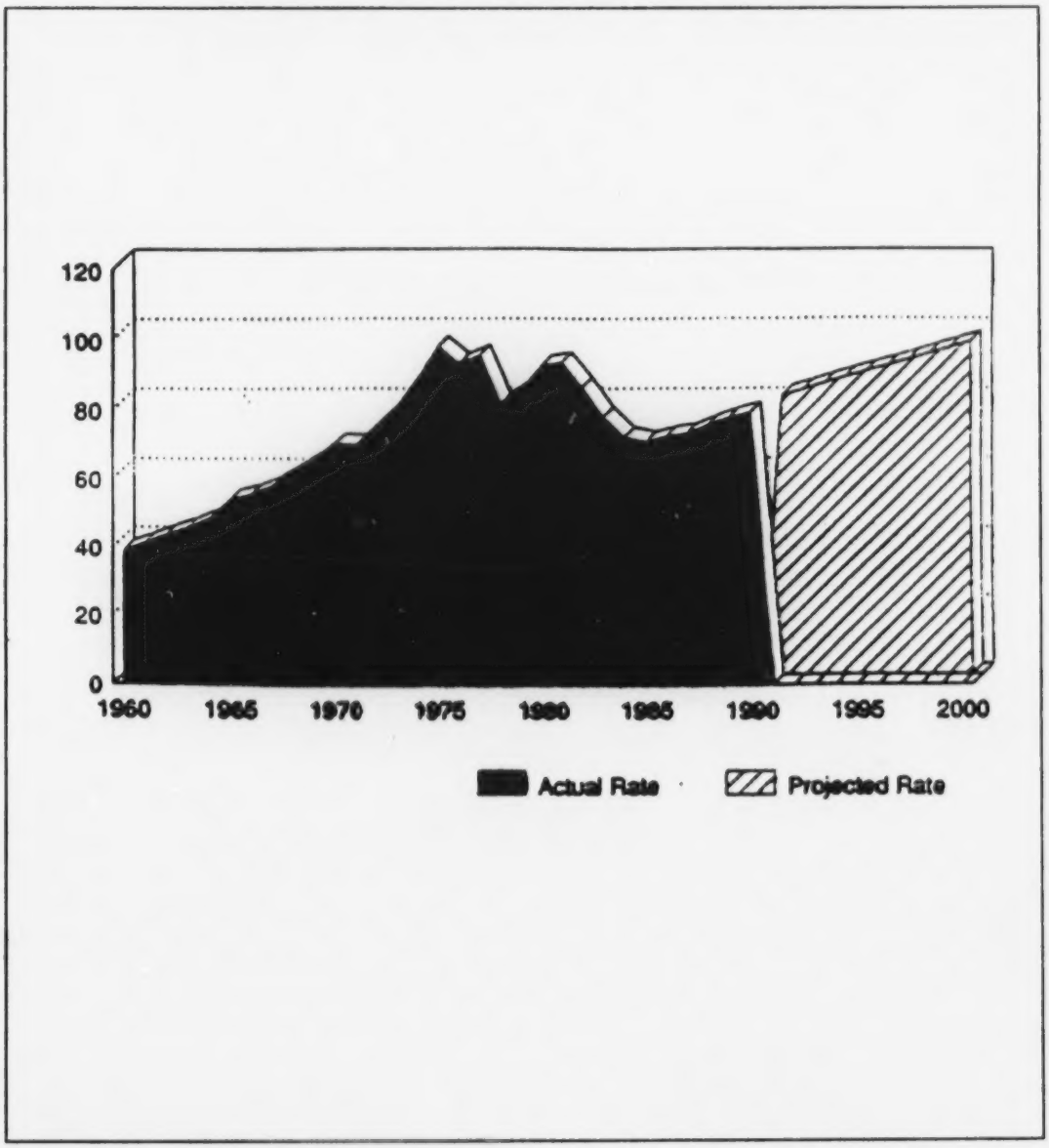
Community College Enrollments – California and Other States
1975-1991



- After peaking in 1975 and 1981, participation of adult Californians at Community Colleges dropped to a 15-year low in 1985. Since then, it has increased and expected demand would return participation to an all-time high by the Year 2000.

Figure 10

California Community Colleges Participation Rates
Enrollments Per 1,000 Adult Population (18-64)

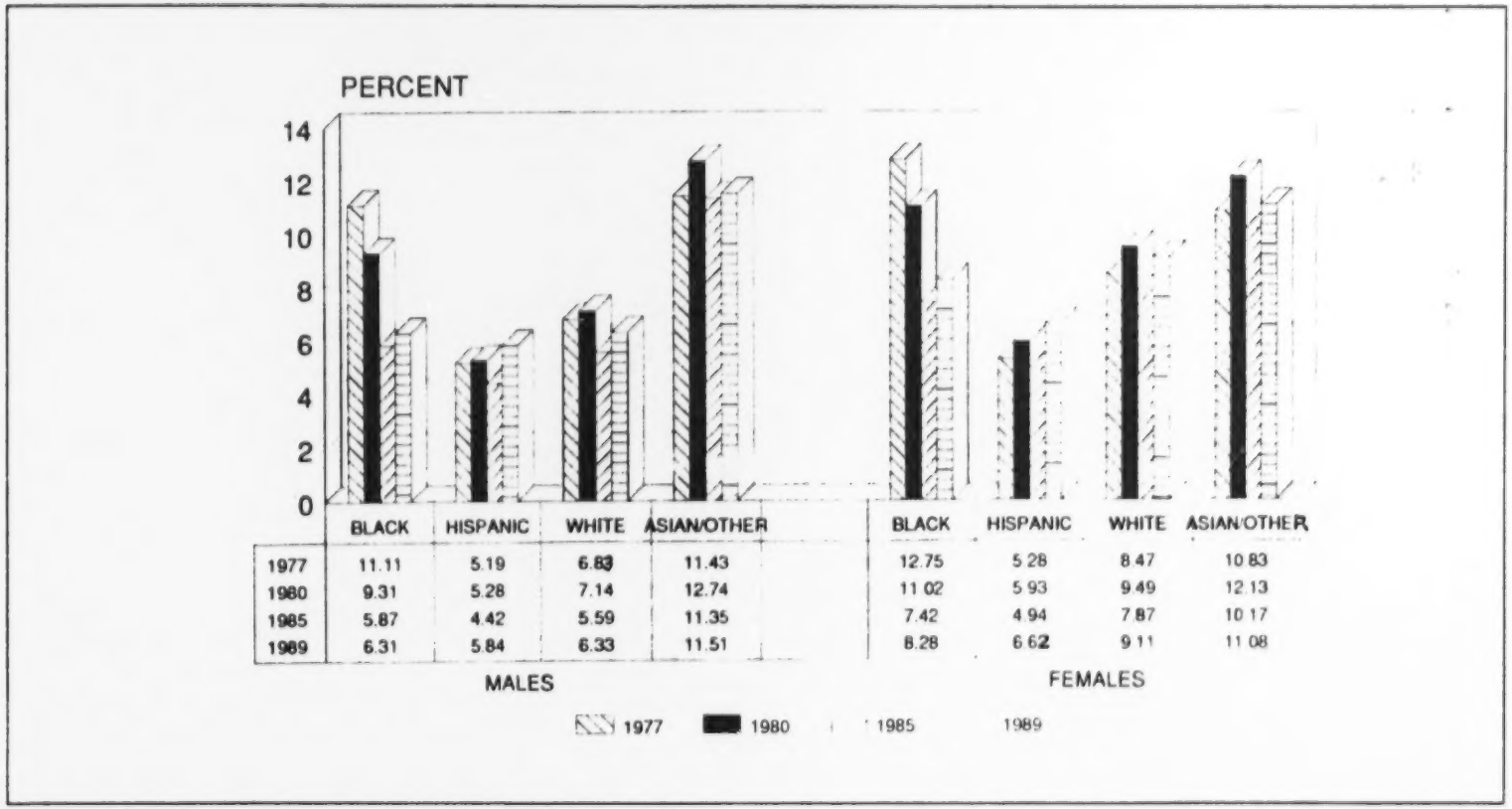


Source: ***Funding Gap Study, 1992***, Research and Analysis Unit, Chancellor's Office, California Community Colleges.

- Participation of Afro-American students has declined dramatically during the past decade and, while Hispanic enrollment has increased, it is still relatively low.

Figure 11

Percent Enrollment of Adult Population by Ethnicity and Gender
1977-1989



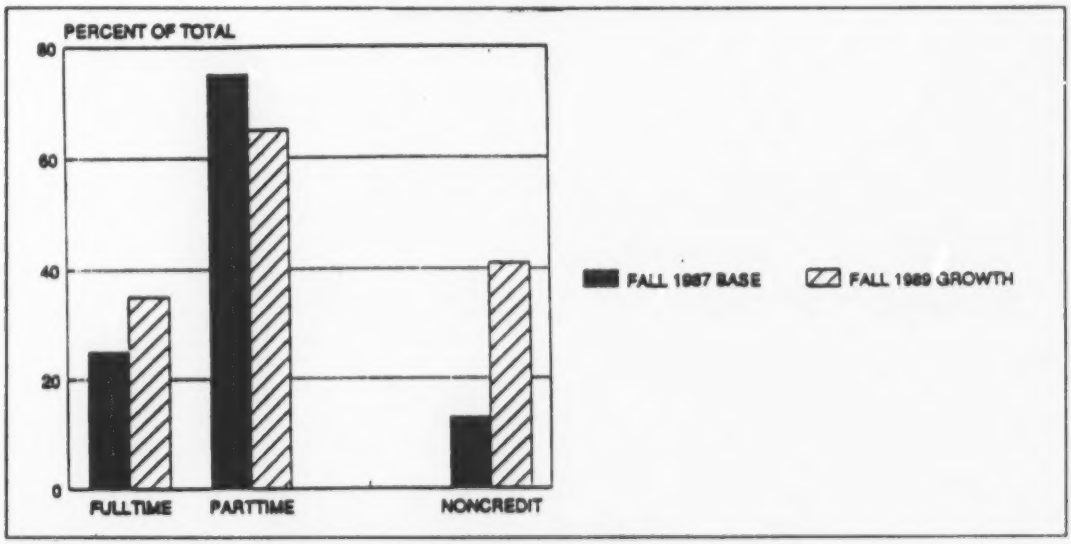
	BLACK	HISPANIC	WHITE	ASIAN/OTHER	BLACK	HISPANIC	WHITE	ASIAN/OTHER
1977	11.11	5.19	6.83	11.43	12.75	5.28	8.47	10.83
1980	9.31	5.28	7.14	12.74	11.02	5.93	9.49	12.13
1985	5.87	4.42	5.59	11.35	7.42	4.94	7.87	10.17
1989	6.31	5.84	6.33	11.51	8.28	6.62	9.11	11.08

Source: Chancellor's Office, California Community Colleges.

- Recent enrollment increases show the greatest gains among full-time and noncredit, and Hispanic and Asian students.

Figure 12a

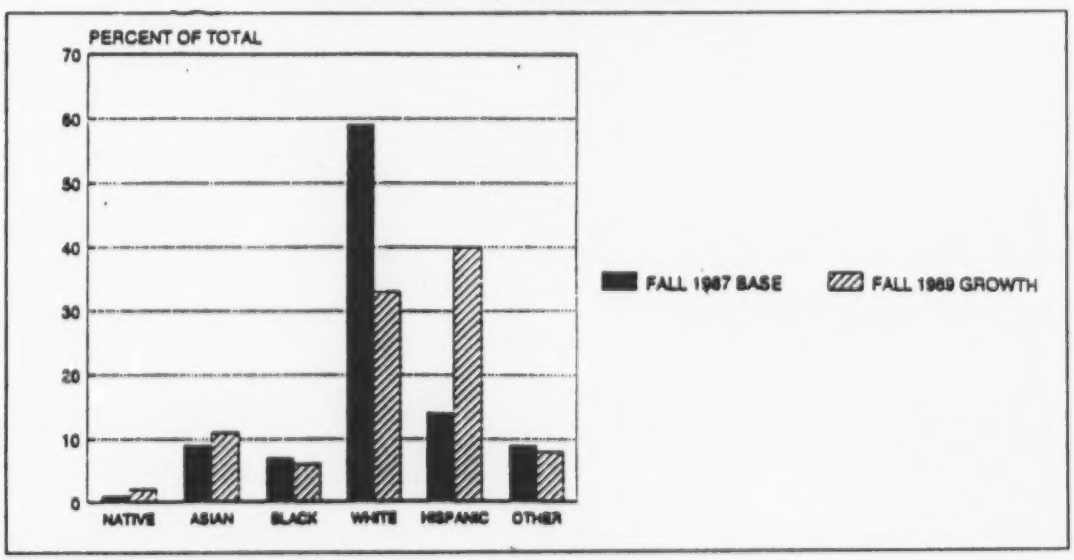
California Community Colleges
Enrollment by Unit Workload



Source: Chancellor's Office, California Community Colleges.

Figure 12b

California Community Colleges
Enrollment by Student Ethnicity

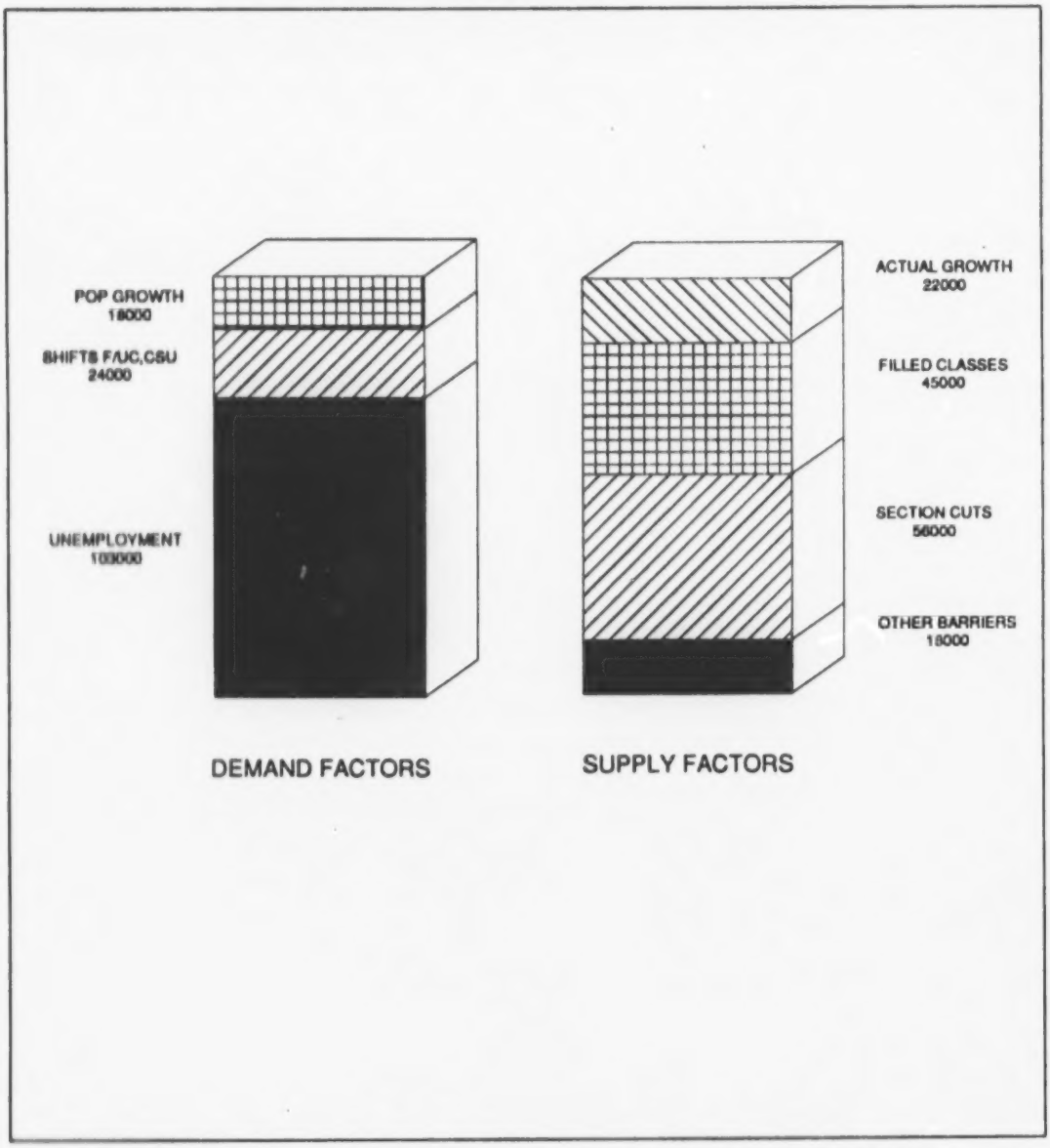


Source: Chancellor's Office, California Community Colleges.

- **In Fall 1991, over 100,000 potential students were turned away; most were seeking job retraining, but were unable to obtain courses either because they were filled or eliminated.**

Figure 13

California Community Colleges
Factors Influencing Fall 1991 Enrollment

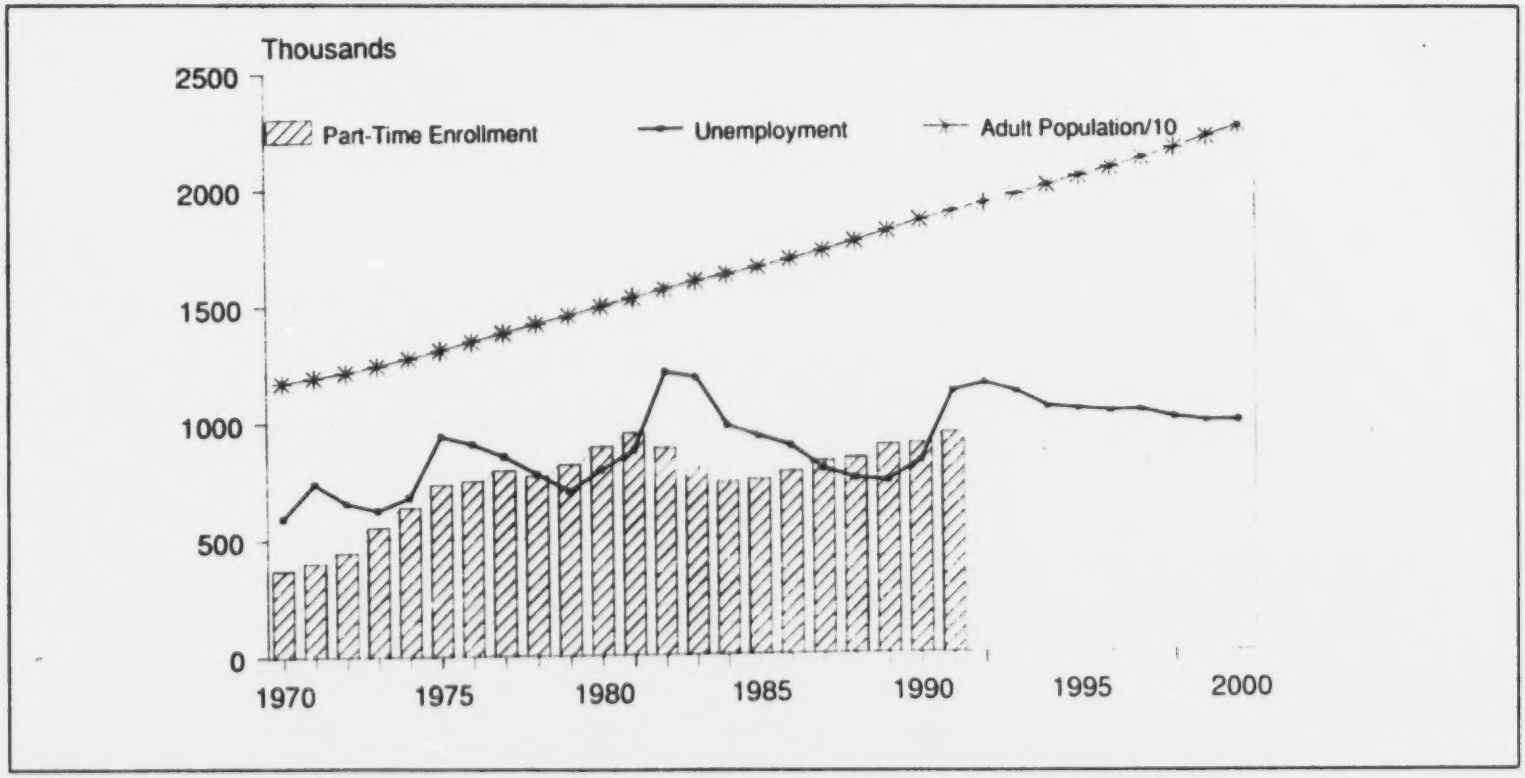


Source: Chancellor's Office, California Community Colleges Estimate of Fall 1991 Enrollment.

- Demand for Community College enrollment is expected to remain strong throughout this decade because of a slow (predicted) economic recovery with many unemployed seeking retraining, continued immigration, and rapidly increasing numbers of high school graduates – of which Community Colleges may enroll an increasingly larger share.

Figure 14

California Community Colleges
Part-time Enrollment, Unemployment, and Population

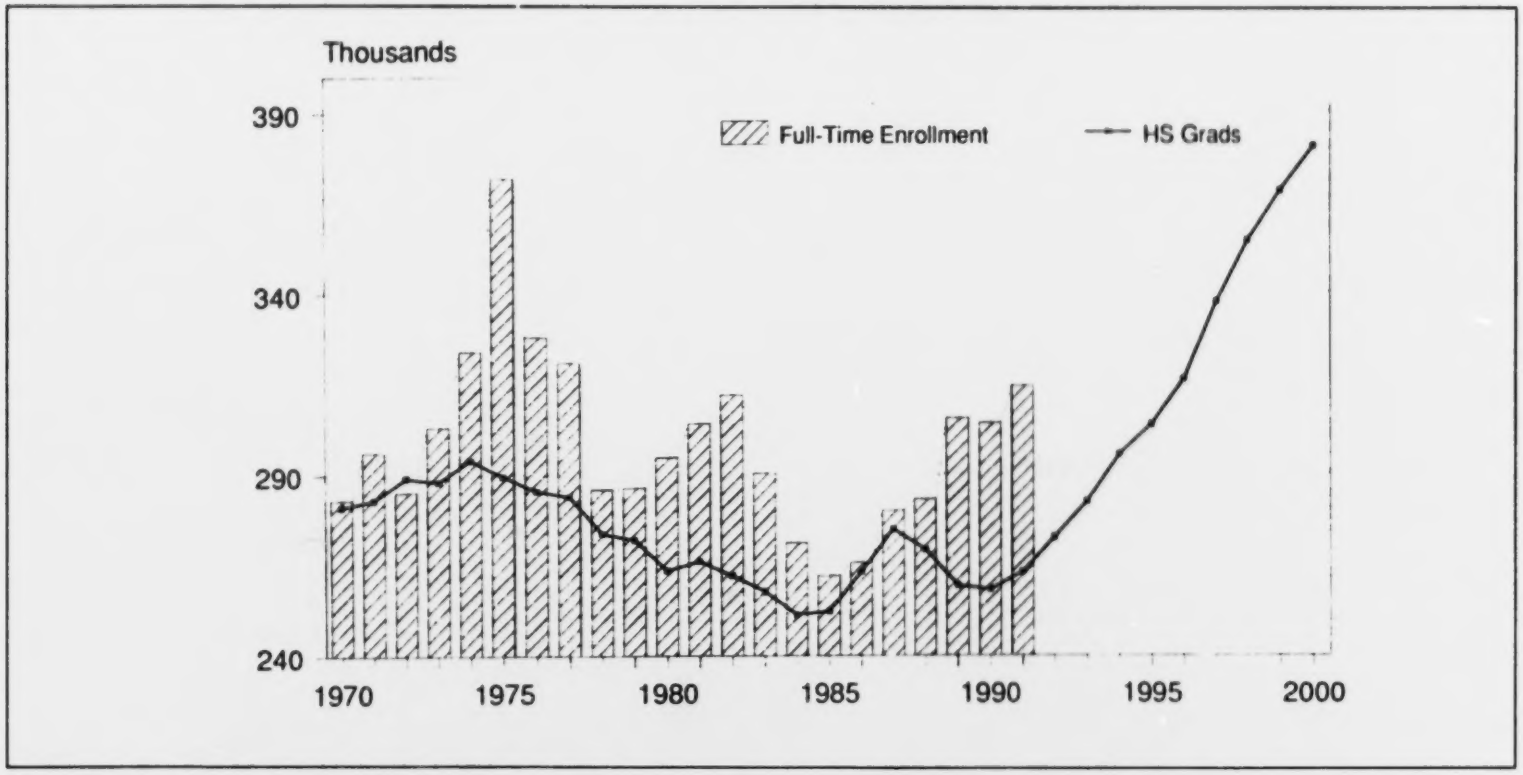


Sources: Chancellor's Office, California Community Colleges; Employment Development Department; Department of Finance.

- Demand for Community College enrollment is expected to remain strong throughout this decade because of a slow (predicted) economic recovery with many unemployed seeking retraining, continued immigration, and rapidly increasing numbers of high school graduates – of which Community Colleges may enroll an increasingly larger share.

Figure 15

California Community Colleges
Full-time Enrollment and High School Graduates



Sources: Chancellor's Office, California Community Colleges; Department of Finance.

Community College Resources

- Key indicators suggest that economic recovery may be underway, but forecasters expect it to be slow, particularly in California. Revenues from the Proposition 98 guarantee are forecast to increase at about 8% annually over the next five years, with the Community Colleges' share of this at about 10% (Figure 16).

- Likely Proposition 98 funding will enable Community Colleges to handle part of their potential growth (mid-range forecast displayed in Figure 17), with a small funding balance remaining for program improvement (Figure 18).

- Likely Proposition 98 funding, however, will not enable Community Colleges to handle all of their potential enrollment demand – a growth rate far over the cap and which would lead to over 200,000 unfunded students by the Year 1996 (Figure 19).

- Because of enrollment growth and funding constraints, California Community Colleges spend less per student today than they did in the 1970s (Figure 20a) and less per student than community colleges in other states (Figure 20b).

- Reflecting these conditions of growth and funding are the high student/faculty ratios in Community Colleges (Figure 21).

- Largely through funding from AB 1725 (1988), Community College staffing has increased recently, with a substantial number of new full-time and minority faculty hires (Figures 22a, 22b, and 22c).

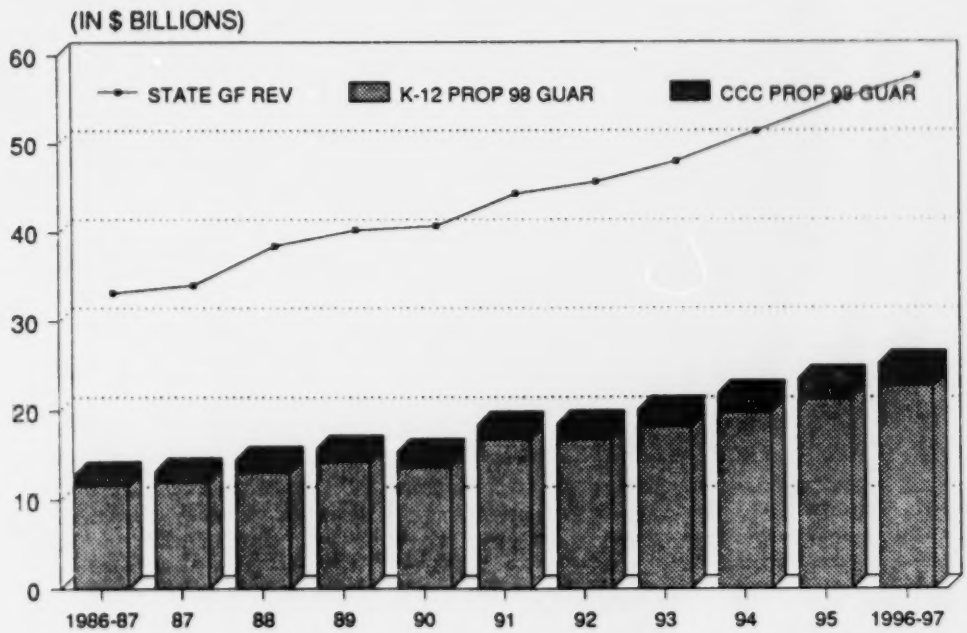
- During the 1980s, faculty salaries in Community Colleges kept pace with inflation, but not with changes in actual salaries paid to faculty at the University of California and the California State University (Figure 23).

- The Board of Governors *Long-Range Capital Outlay Growth Plan* projects the need to convert six centers to campuses, and for 31 new campus and center sites between now and the Year 2005. This is the largest growth since the expansion of the 1960s (Figure 24).

- Key indicators suggest that economic recovery may be underway, but forecasters expect it to be slow, particularly in California. Revenues from the Proposition 98 guarantee are forecast to increase at about 8% annually over the next five years, with the Community Colleges' share of this at about 10%.

Figure 16

State General Fund Revenue, Proposition 98 Guarantee and California Community Colleges Share

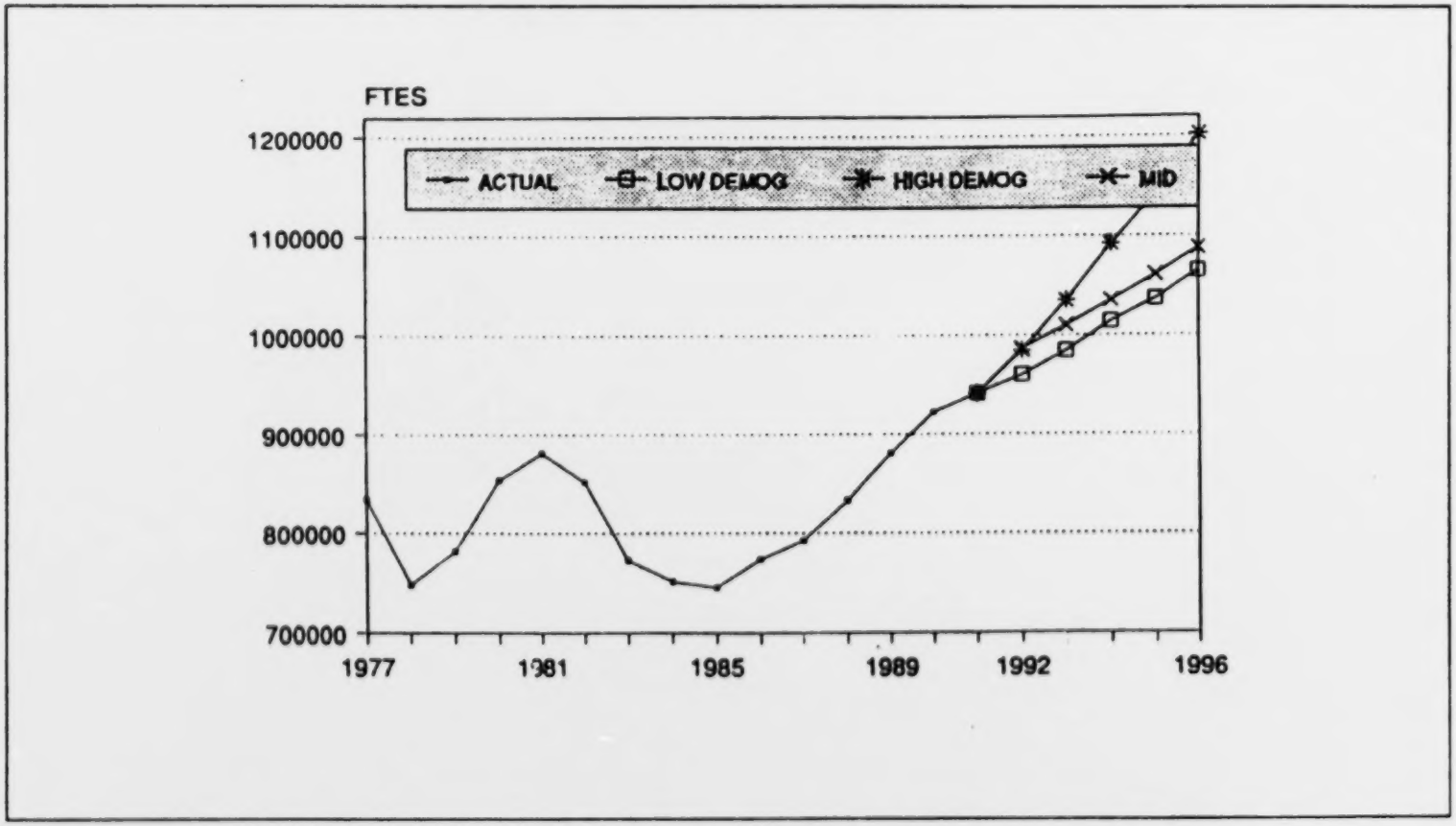


Source: *Funding Gap Study, 1992*, Research and Analysis Unit, Chancellor's Office, California Community Colleges.

- Likely Proposition 98 funding will enable Community Colleges to handle part of their potential growth, with a small funding balance remaining for program improvement.

Figure 17

California Community Colleges FTES
Actual 1977-1991, Forecast 1992-1996

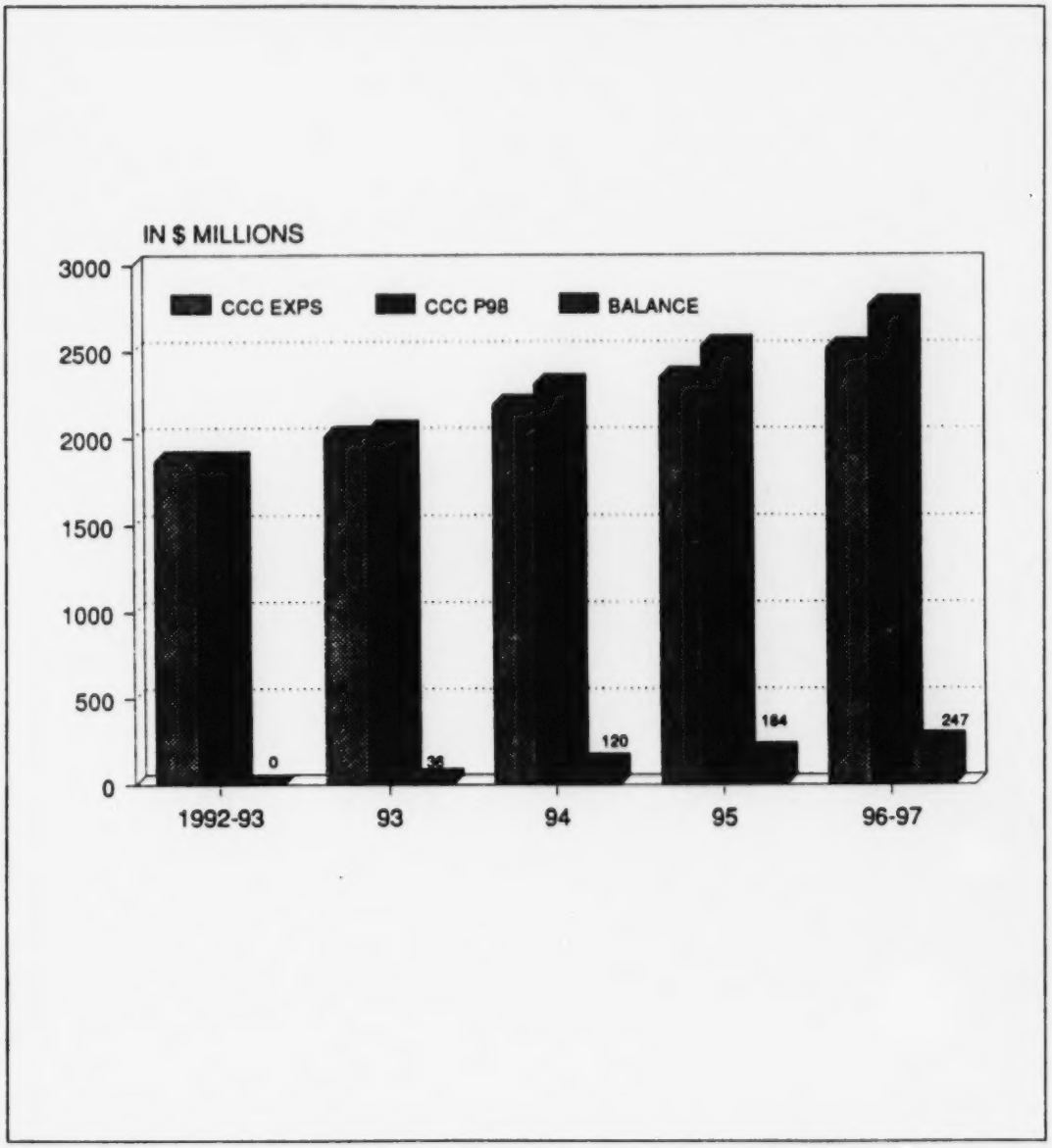


Source: *Funding Gap Study, 1992*, Research and Analysis Unit, Chancellor's Office, California Community Colleges.

- Likely Proposition 98 funding will enable Community Colleges to handle part of their potential growth, with a small funding balance remaining for program improvement.

Figure 18

California Community Colleges
State Funding for Mid-Range FTES Forecast

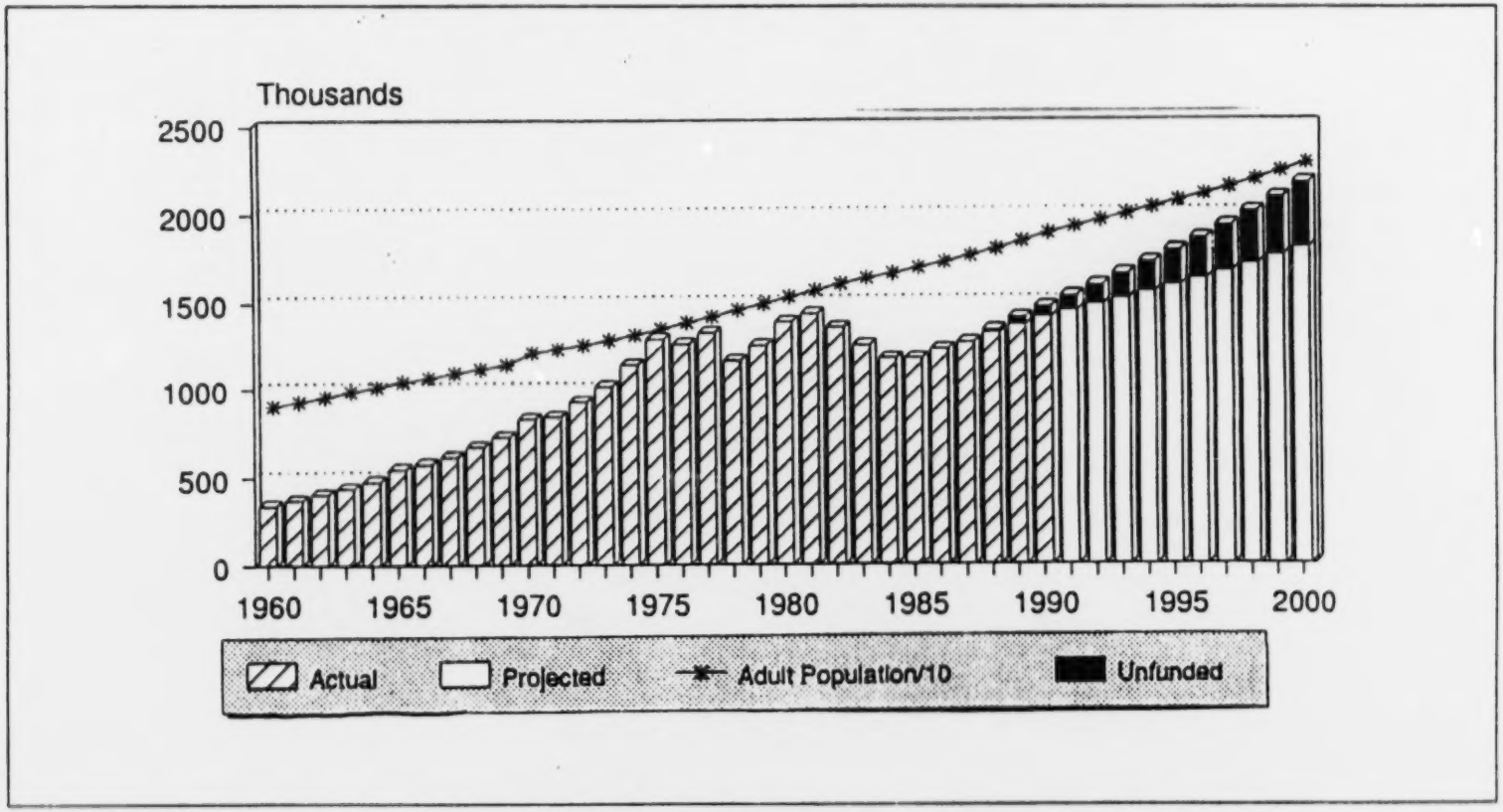


Source: *Funding Gap Study, 1992* Research and Analysis Unit, Chancellor's Office, California Community Colleges.

- Likely Proposition 98 funding, however, will not enable Community Colleges to handle all of their potential enrollment demand – a growth rate far over the cap and which would lead to over 200,000 unfunded students by the Year 1996.

Figure 19

California Community Colleges – Total Enrollment
1960-2000

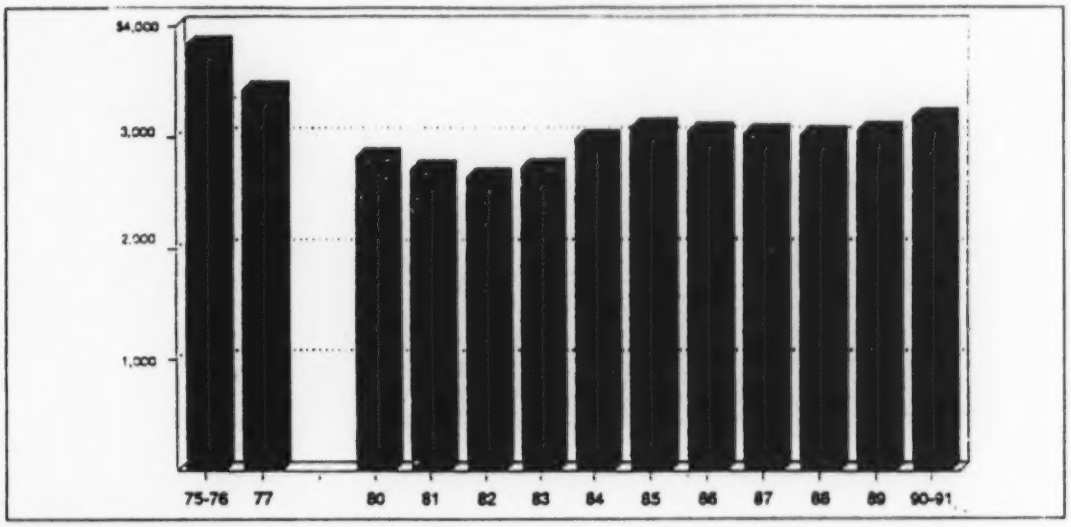


Source: *Funding Gap Study, 1992*, Research and Analysis Unit, Chancellor's Office, California Community Colleges.

- Because of enrollment growth and funding constraints, California Community Colleges spend less per student today than they did in the 1970s and less per student than community colleges in other states.

Figure 20a

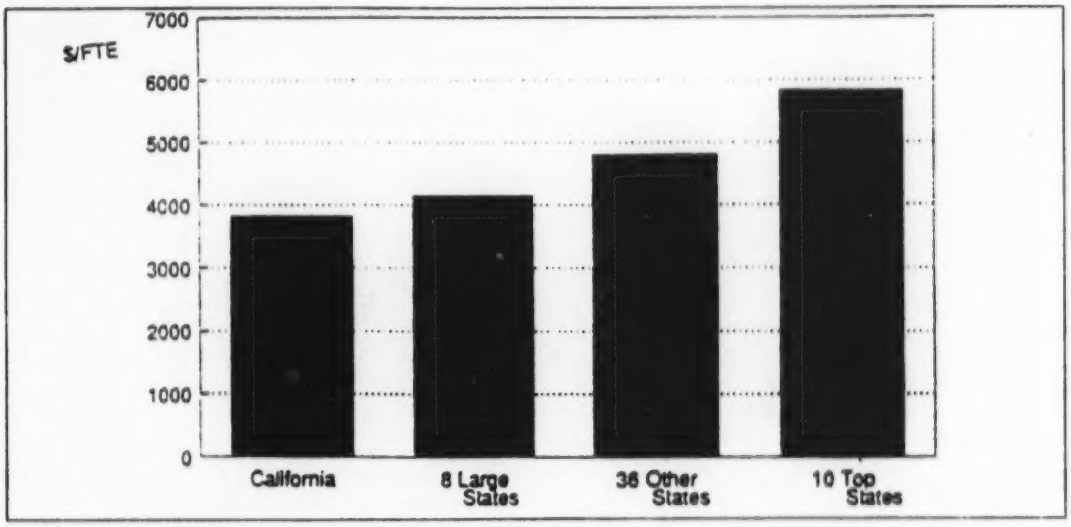
Total General Fund Expenditures Per FTES in Constant 1992-92 Dollars
1975-1991



Source: Funding Gap Study,1992, Research and Analysis Unit, Chancellor's Office, California Community Colleges.

Figure 20b

Average of Total Operating Budget Expenditures in Community Colleges
1989-1990

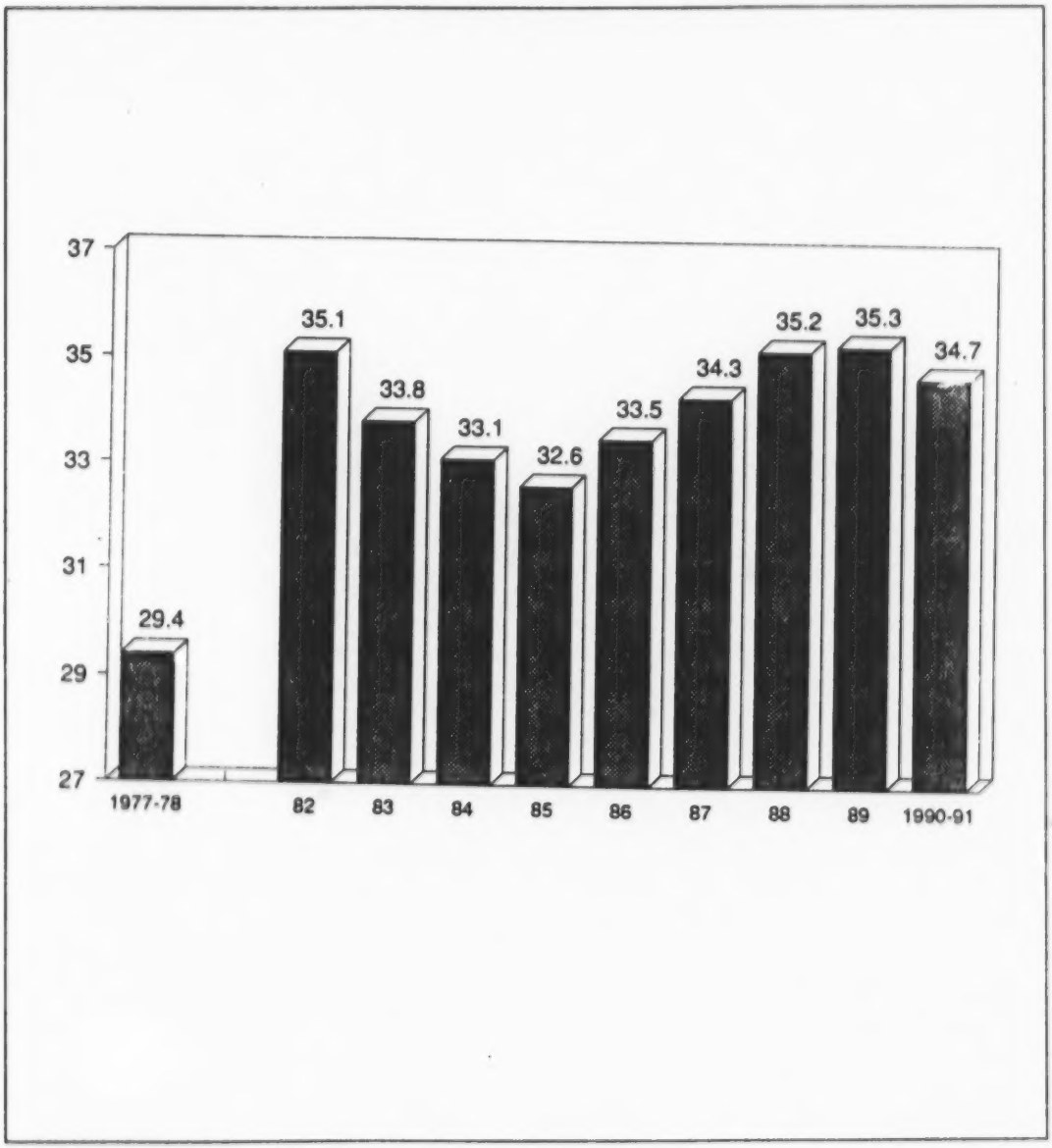


Source: Funding Gap Study, 1992, Research and Analysis Unit, Chancellor's Office, California Community Colleges.

- Reflecting these conditions of growth and funding are the high student/faculty ratios in Community Colleges.

Figure 21

California Community Colleges
Full-time Equivalent Students Per Full-time Equivalent Faculty



Source: Chancellor's Office, California Community Colleges.

- Largely through funding from AB 1725 (1988), Community College staffing has increased recently, with a substantial number of new full-time and minority faculty hires.

Figure 22a

California Community Colleges
Number of Full-time Faculty New Hires

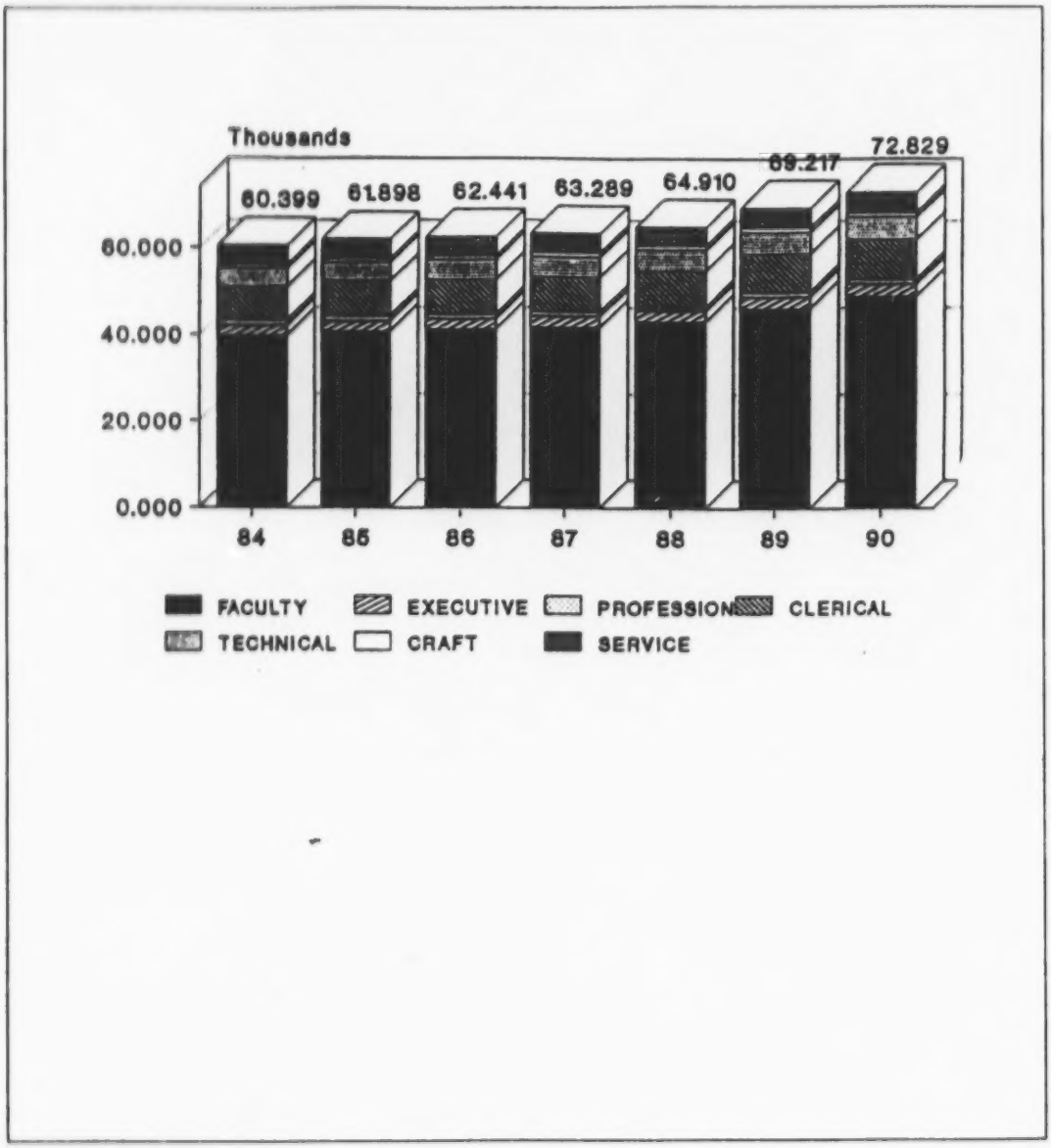
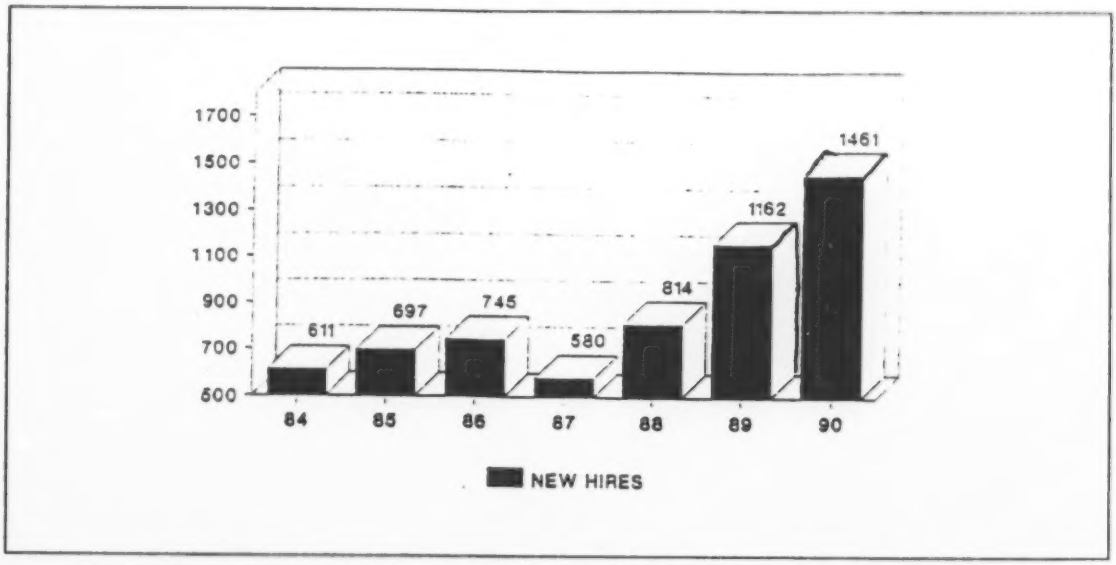


Figure 22b

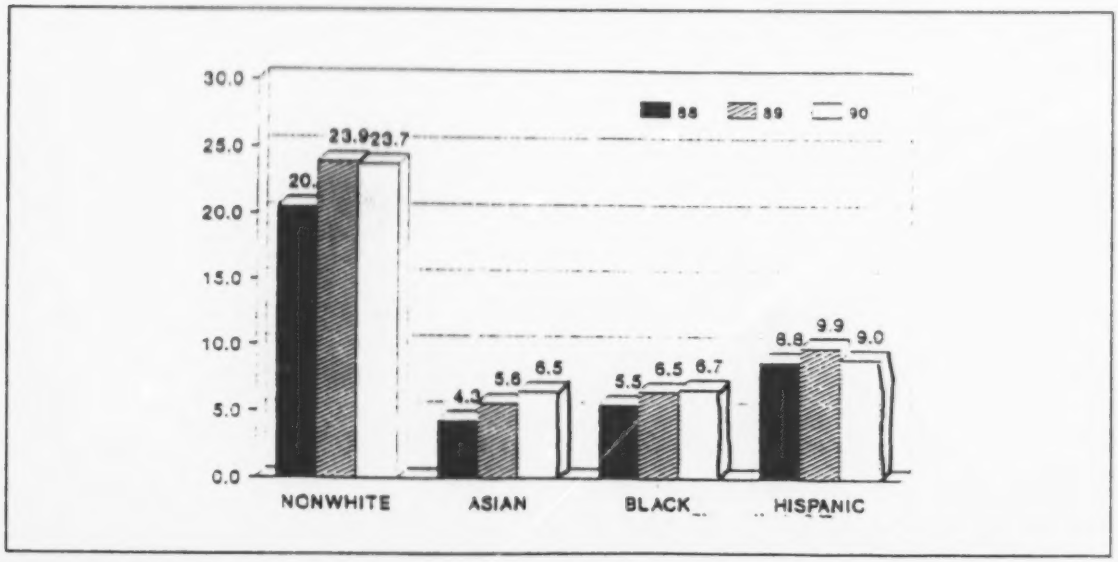
Number of Full-time Faculty New Hires



Source: *Staff Data File, Fall 1990*, Research and Analysis Unit, Chancellor's Office,California Community Colleges.

Figure 22c

Percent of Newly Hired Full-time Faculty by Ethnicity

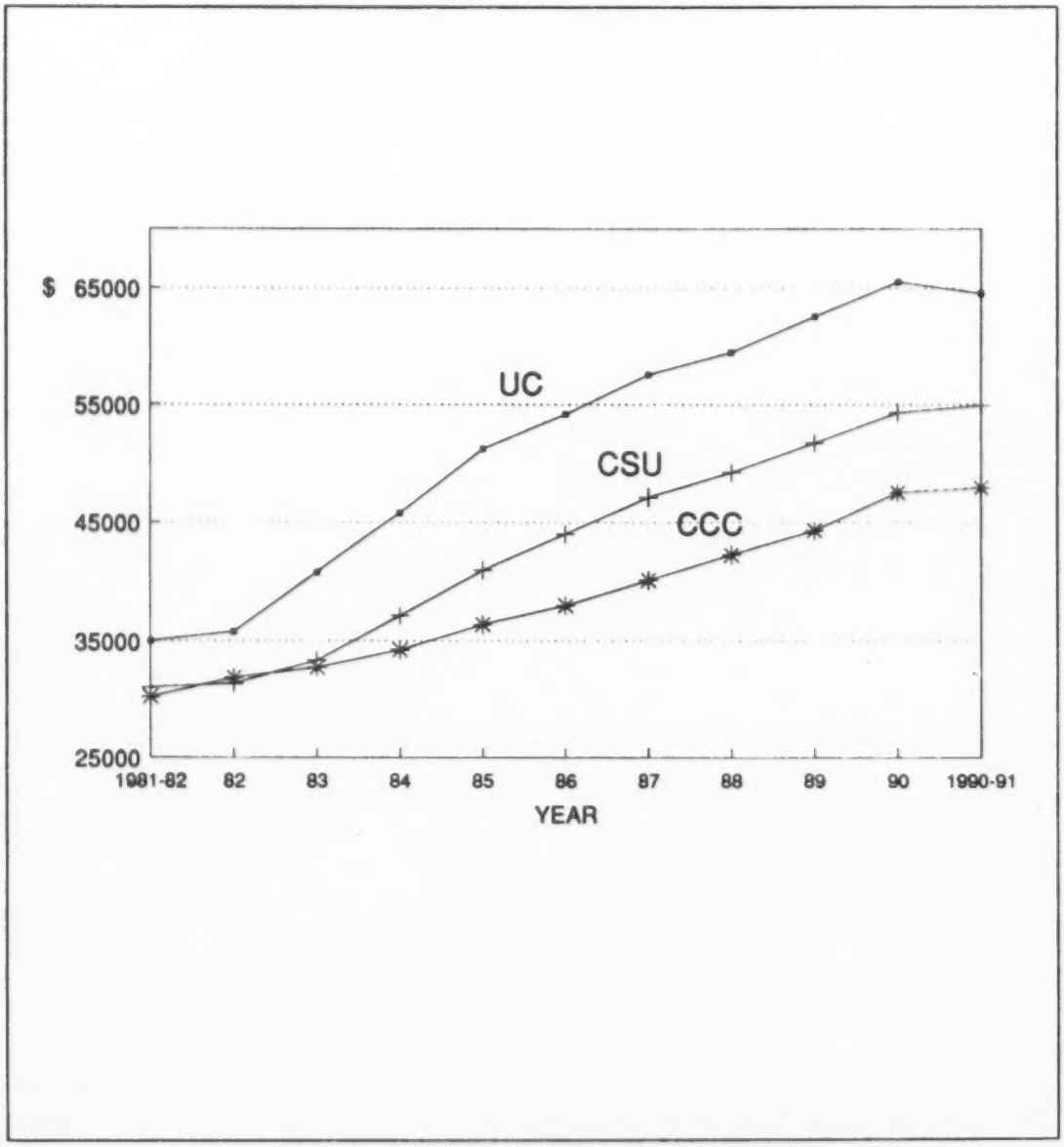


Source: *Staff Data File, Fall 1990*, Research and Analysis Unit, Chancellor's Office, California Community Colleges.

- During the 1980s, faculty salaries in Community Colleges kept pace with inflation, but not with changes in actual salaries paid to faculty at the University of California and the California State University.

Figure 23

Intersegmental Average Faculty Salaries
All Ranks Average: 9-10 Month Contracts

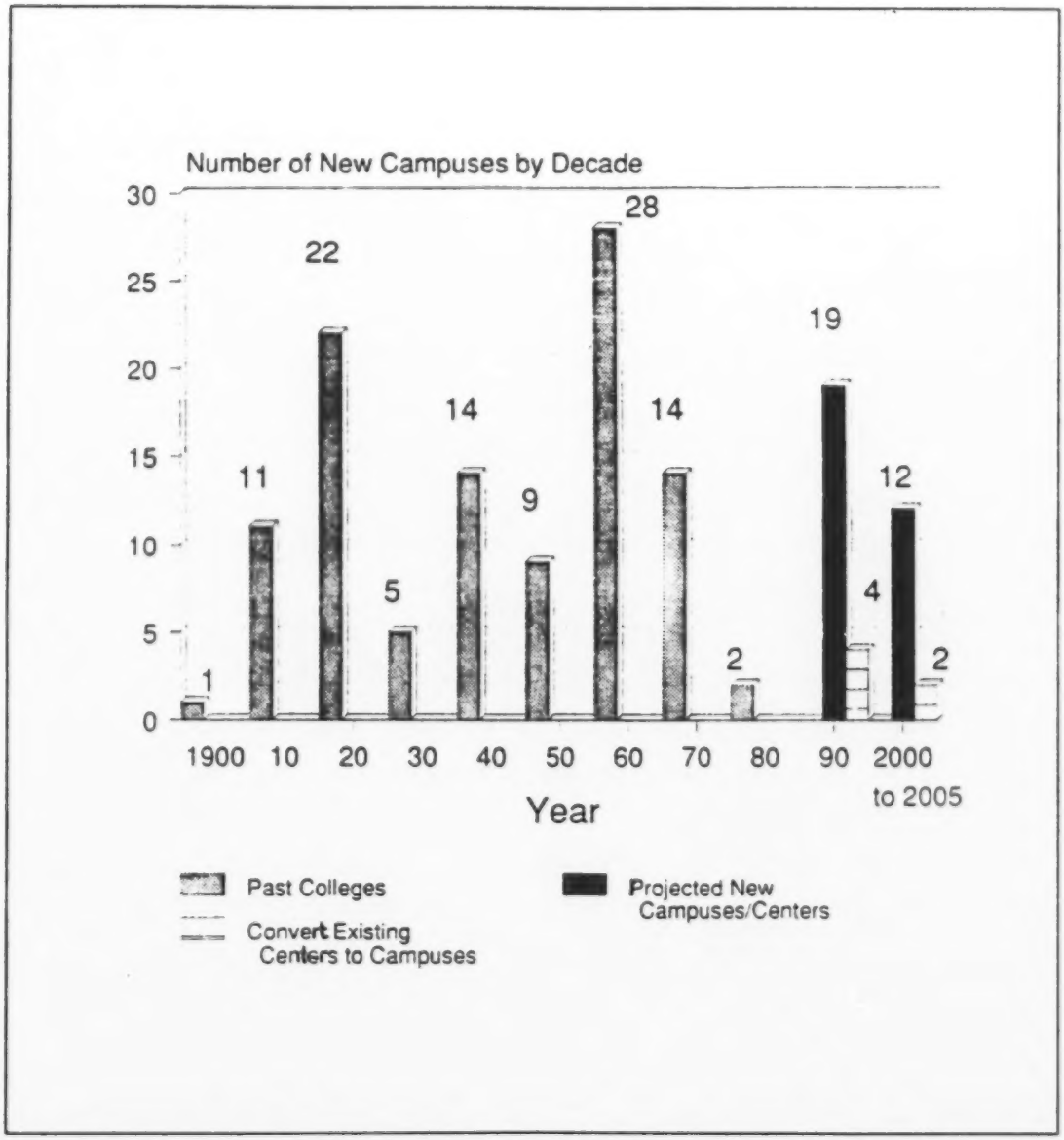


Source: *Annual Reports on Salaries*, California Postsecondary Education Commission.

- The Board of Governors *Long-Range Capital Outlay Growth Plan* projects the need to convert six centers to campuses, and for 31 new campus and center sites between now and the Year 2005. This is the largest growth since the expansion of the 1960s.

Figure 24

New Community College Campuses and Centers



Source: *Long-Range Capital Outlay Growth Plan, January 1991*, Board of Governors, California Community Colleges.

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